

Headquarters U.S. Air Force

Integrity - Service - Excellence

S&E Military Force Development



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Washington DC
1560 Wilson Blvd, Rosslyn VA





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Military Force Development

- **The AF's method of growing leaders at all levels**
 - **Equips Airmen with the education, training and experience they will need for the future**
- **Accomplishes the AF missions today and tomorrow**
 - **No more “square filling” for education, training and assignments**
 - **Deliberately improves your skills**
 - **Uses your skills more effectively**
 - **Meets your goals and expectations and explains more clearly your potential and opportunities**
- **Gets the right people in the right job at the right time with the right skills to fight and win**





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Military Force Development: and Events

Players



Jan Feb Mar Apr May Jun Jul Aug Sep Oct Nov Dec

Summer Assignment Cycle
(RNLTD Jun-Sep)

Fall Assignment Cycle
(RNLTD Oct-Jan)

Spring Assignment Cycle
(RNLTD Feb-Mar)

Events

S&E DT

Special Selection (AAS, Boards)

PB LTC (Line)
S&E DT

DE Board S

PB Maj (Line)
S&E DT

PB Col (Line)

Training (Specialty, Academic, PME)

Officer Development Plan

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Military Development Teams



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Military Development Teams (DT)

- **Established by the CSAF in his 6 Nov 02 Sight Picture**
 - **Responsible for managing Force Development within a career field**
 - **Responsible for oversight of the development of personnel to meet functional community requirements**
- **Composition:**
 - **Career Field Manager**
 - **Appropriate functional representatives**
 - **AFPC assignment team representative**
 - **Appropriate MAJCOM POCs**



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Military Development Team Responsibilities

- **Responsible for developmental oversight of personnel to meet functional community requirements**
 - **Considers unique characteristics & requirements of career field with development opportunities to meet institutional needs when determining career progression**
 - **Evaluates developmental opportunities within the functional force structure**
 - **Recommends appropriate developmental assignments and vectors for individual officers within and outside the career field**
 - **Provides developmental feedback to officers and commanders via the Officer Development Plan**
 - **Recommends individual officers for developmental assignments (e.g., Education, Special Duty)**
 - **Provides input into the Special Selection processes as needed (e.g., Squadron Command, Developmental**

Provide oversight for S&E career field health and development





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61 DT Membership

- **SAF/AQR (Chair) Col Craig Kimberlin (S&E CFM)**
- **AFSPC (Space) Col Bill Doyle**
- **USAFA Col John Andrew**
- **AFMC (Acquisition) vacant**
- **AFRL (Labs) Col Don Erbschloe**
- **ACC (Operational) Col Kid Curry**
- **AFOTEC (Test) Col Scott Goehring**
- **AFIT Col Dave LaRivee**
- **AFTAC (Chem/Biol) Col Allan Beck**
- **AFSAA Col Jerry Diaz**
- **NRO Col Doug Loverro**
- **AF/XON (C-CBRN) Col Jimmy Hyatt**
- **AFMC (Behavioral) Col Doc Warr**





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62 DT Membership

- **SAF/AQR (Chair) Col Craig Kimberlin (S&E CFM)**
- **SMC (Space) Col Rakesh Dewan**
- **AFMC (Engineering) Col Steve Petersen**
- **ESC (C3I) Col Steven Rogers**
- **AEDC (Test) Col Vince Albert**
- **AAC (Munitions) Col Paul Coutee**
- **ALC (Sustainment) Col Rob Fisher**
- **AFRL (Labs) Col James Godsey**
- **AIA (Intel) Col Bob Downs**
- **ASC (Aircraft) Col Paul Copp**
- **AFIT Vacant**
- **NRO Col Laura Kennedy**



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Officer Development Plan (ODP)



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Officer Development Plan

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- **Officer Development Plan (ODP) - a modified Preference Worksheet**
 - **Capabilities added for individual inputs for near-term assignments, long-range intentions, and developmental goals**
 - **ODP provides communication between officers, their leaders, assignment team, and their Development Team (DT)**
- **Each officer will complete their ODP and forward it to their commander or staff-level equivalent**
 - **Commanders review the ODP, and provide feedback**
 - **Ensures it is a portrayal of the officer's goals as well as a realistic reflection of their abilities and future developmental objectives**
- **The ODP is forwarded to the DT and**

Every officer should carefully craft their ODP and keep it current!



Officer Development Plan

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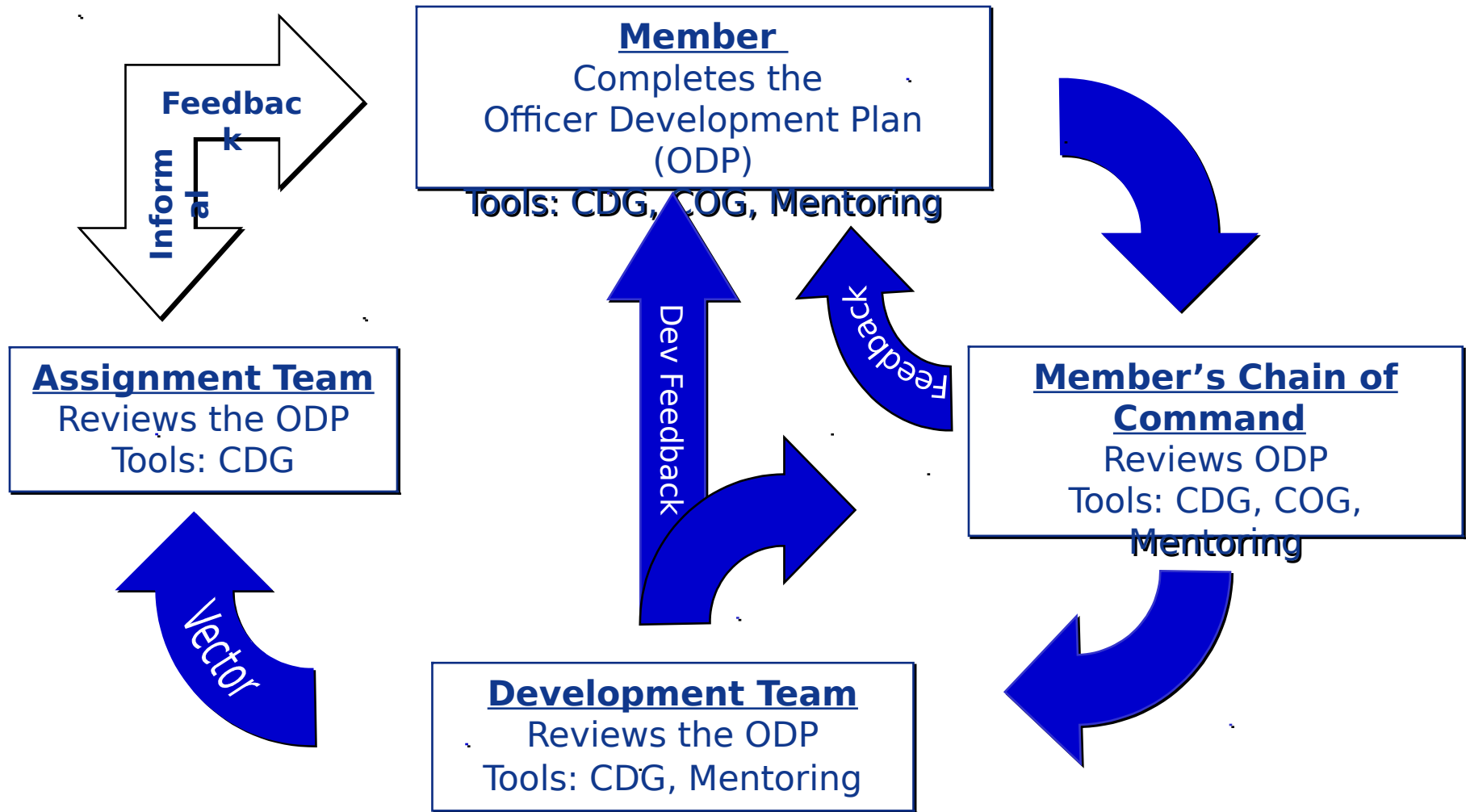
- **After providing feedback and making any needed adjustments, commanders add their comments and forward the ODP to the DTs for their review**
 - **DTs review ODPs and provide feedback**
 - **The DTs then forward their recommendations to the applicable Officer Assignment Team (OAT)**
 - **DT recommendation serves as a “vector” to guide and assist OAT in the assignment process**
 - **Based on their best judgment, DTs will then provide developmental vectors via ODP**
- **The completed ODP will also be used by the OAT**
 - **OATs take the DT’s vectors and work to find the best match between the ODP, DT vectors, and Air Force Requirements**

The ODP is a developmental game plan ... not just a specific job request



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Developmental Review Process



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Developmental Education (DE)



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Developmental Education (DE)

- **Professional Military Education now called DE to reflect changed opportunities that reflect the evolving nature of force development**
 - **Not everyone needs the same “cookie-cutter” education to best serve the Air Force or the individual**
 - **New focus on providing the appropriate DE at the right time in your career**
 - **Scope of education and number of opportunities has increased significantly and will continue to rise over the next few years**

- **Three different levels of Developmental Education**
 - **First level - Basic Developmental Education, or BDE**
 - **Second level - Intermediate Developmental Education, or IDE**
 - **Third level - Senior Developmental Education, or SDE**





Developmental Education (DE)

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- **Basic Developmental Education (BDE)**
 - The common leadership foundation required for future growth and responsibility
 - Builds upon skills from commissioning sources and technical training courses
 - Builds deep competencies within initial career field
 - **Examples: Aerospace Basic Course, SOS, the Air Force Intern Program, and AFIT**
- **Intermediate Developmental Education (IDE)**
 - Preparation for future duties, such as developmental assignments, command opportunity, and increased leadership responsibility
 - All officers will be managed deliberately and engaged in developmental activity
 - Many receive developmental assignments
 - May be outside primary career fields or within present functional family
 - Expands breadth of experience and widens perspectives on integrating tactical functions to meet the AF mission
 - **Examples: ACSC, AFIT, and the Naval Postgraduate School**
- **Senior Developmental Education (SDE)**
 - Further broadens awareness of issues facing the AF, DoD and National Security
 - Prepares senior officers to participate in the leadership of our institution
 - **Examples: Air War College, National War College, ICAF, and sister-service schools**



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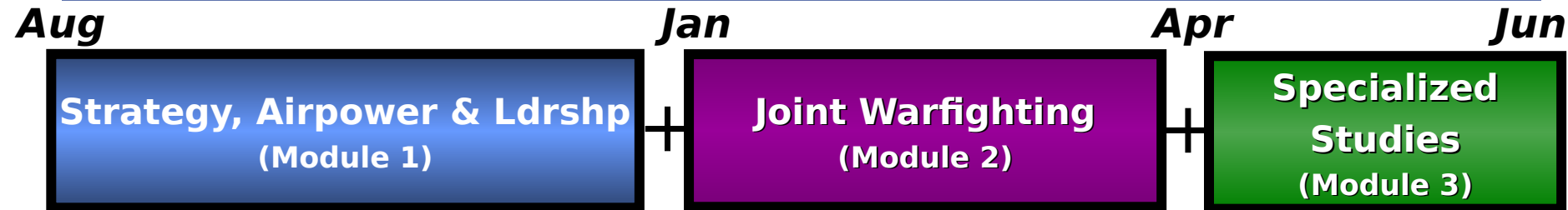
Developmental Education (DE)

- **ACSC and AFIT revamped**
 - **Better prepares officers for their follow-on assignments**
- **3 different IDE tracks can be pursued**
 - **Development beyond primary specialty**
 - **ACSC in residence - 3 modules**
 - **First: focuses on specific Air Force core competencies**
 - **Second: addresses AF contributions to joint warfighting**
 - **Third: learning about complementary areas outside of career field**
- **Education and modified ACSC**
 - **This program includes**
 - **Wide variety of AFIT degrees and fellowships**
 - **Robust version of the ACSC, distance-learning curriculum**
 - **Grants Joint PME Phase I credit**
- **ACSC by distance learning**
 - **Re-designed to better reflect our evolving mission**



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IDE Curriculum



12-18 Months



ACSC Distance Learning
[Reduced from 73 to 50 lessons]



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Advanced Academic Degrees



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Changes to Advanced Academic Degree (AAD)

Process

- **Transition from requirements-based to inventory-based system for AADs--meets Force Development concept**
 - **More opportunities across active duty force**
 - **Quotas increase substantially**
 - **FY05 - 1,650; FY07 - 1,900; FY08 - 1,974**
 - **Functional Development Teams will choose who goes to school at O-1 through O-3 level**
 - **DTs recommend O-4s to Developmental Education Designation Board**
- **AF/DP continues to develop process to implement inventory-based system**
- **Senior Leadership Guidance remains**
 - **Strong emphasis to fill S&E quotas. . .first!**
 - **SecAF focus on “high tech” degrees versus “soft core”**
 - **SecAF guidance: “AFIT first, then NPS, then AFIT/CI programs”**
 - **Better tracking/utilization of graduates by AFPC**



Contact Information

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